

Amal Kumar

Department of Public Policy & Administration
California State University, Sacramento
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EDUCATION

Ph.D. Harvard University, 2021

Education

Dissertation: *Organizational Identity and Higher Education Governance: Historical Case Studies from California, 1960-2011*

Ed.M. Harvard University, 2018

Education

A.B. Georgetown University, 2011

Economics & Spanish, *magna cum laude*

RESEARCH AND TEACHING INTERESTS

Higher Education Policy and Governance
Historical and Case Study Research Methods
Organizational Theory
Diversity, Equity, and Inclusion

ACADEMIC EMPLOYMENT

Appointments

2022— **California State University, Sacramento**
Assistant Professor, Department of Public Policy & Administration

2021-2022 **Harvard Graduate School of Education**
Postdoctoral Research Fellow, Collaborative on Academic Careers in Higher Education

Affiliations

2021-present **Center for Studies in Higher Education, UC Berkeley**
Research Associate and Associate Editor, Research & Occasional Paper Series

SCHOLARSHIP

Refereed Publications

2022 Christopher, T., **Kumar, A.**, & Benson, R. T. (2022). Fine wine at discount prices? A review of the research on the part-time faculty workforce. *CSHE Research & Occasional Paper Series*, 7.22, 1–14.
[Stable Link.](#)

2022 **Kumar, A.** The Origins and Evolution of Academic Drift at the California State University, 1960-2005. *Higher Education*. <https://doi.org/10.1007/s10734-022-00832-w>

Book Chapters

2015 Howell, J., Pender, M., and **Kumar, A.** Academic match and fit: What can we learn from stated preferences, student actions, and collegiate outcomes? In A. Kelley, J. Howell, & C. Sattin-Bajaj (Eds.), *Matching Students to Opportunity: Expanding College Choice, Access, and Quality* (pp. 33-52). Cambridge, MA: Harvard Education Press.

Research Briefs

- 2022 **Kumar, A.**, & Benson, R.T. From the Old Normal to the Next Normal: Inequities in Faculty Hiring, Promotion, Tenure, and Advancement. Washington, DC: National Academies of Sciences, Engineering, and Medicine. [Stable Link](#).
- 2015 **Kumar, A.**, & Hurwitz, M. Supply and demand in the higher education market: College enrollment. New York: The College Board. [Stable Link](#).
- 2015 Hurwitz, M., & **Kumar, A.** Supply and Demand in the Higher Education Market: College Admission and College Choice. New York: The College Board. [Stable Link](#).
- 2012 Kienzl, G. S., Wesaw, A. J., and **Kumar, A.** Understanding the transfer process: A report by the Institute for Higher Education Policy for the Initiative on Transfer Policy and Practice. Washington, DC: The College Board. [Stable Link](#).

PRESENTATIONS

Invited Talks

- "Promotion, Tenure, and Advancement through the Lens of 2020: The Next Normal," (with R. Todd Benson)
2021 National Academies of Sciences, Engineering, and Medicine, September 23-27.
- "The Origins and Evolution of Academic Drift at the California State University, 1960-2005"
2021 Centre for Global Higher Education, University of Oxford, June 17.
2021 David P. Gardner Graduate Seminar, University of California, Berkeley, March 30.
- "Designed to be Ineffective? Higher Education Coordination in California After the Master Plan"
2021 University of California Office of the President, August 26.
2021 State Higher Education Executive Officers Association (SHEEO), March 19.
- "'It has been ineffective': The evolution of higher education coordination in California, 1973-2011"
2020 David P. Gardner Graduate Seminar, University of California, Berkeley, April 28.

Conferences

- 2022 "The Moral Valence of Educational Technology in Historical Perspective" (with Dan Wadhvani), The Business History Conference, Virtual, April 8.
- 2022 "Multiple Organizational Identities and the Dynamics of the Organizational Self," 17th New Institutionalism Workshop, Madrid. [*accepted, withdrew: COVID travel restrictions*].
- 2021 "The Moral Construction of Educational Technology: The Promise and Perils of Online Education in Historical Perspective" (with Dan Wadhvani), Symposium on Humanistic Approaches to Entrepreneurial Learning, Los Angeles, October 16.
- 2021 "State Policy Leadership as a Social Process: The California Postsecondary Education Commission, 1973-2011," Roundtable session on Governance and Policymaking in Higher Education, American Educational Research Association, April 10.
- 2021 "The Organizational Self as a Historically Contingent Dialectic: The Case of the California Postsecondary Education Commission, 1974-2011," The Business History Conference, March 13.
- 2020 "Normative Authority, Relational Work, and Higher Education Coordination in California: 1973-2011," 16th New Institutionalism Workshop, Odense, March 6.

- 2019 “Toward a framework for defensive institutional work: Public university communications during exogenous institutional disruptions,” (with Monica C. Higgins), European Group of Organizational Studies, Edinburgh, July 5.

FELLOWSHIPS, GRANTS, AND AWARDS

- 2021 National Academies of Sciences, Engineering, and Medicine (with R. Todd Benson)
 2020 Dissertation Completion Fellowship, Harvard University
 2020 Best Reviewer Award, Management History Division, Academy of Management Conference
 2020 Harvard Graduate School of Education Research Grant
 2019 Jens Aubrey Westengard Summer Award, Harvard University
 2016 Phi Delta Kappa Research and Innovation in Education Grant
 2016 Presidential Scholarship, Harvard University

TEACHING

California State University, Sacramento

- Fall 2022 Introduction to Public Policy & Administration
 Spring 2023 Public Administration & Management II

Harvard Graduate School of Education

- Fall 2021 Driving Change: Leadership Seminar [Teaching Fellow, hybrid]
 2018-2021 Capstone, Doctor of Education Leadership (3x) [Teaching Fellow, hybrid]
 Spring 2018 Managing Evidence [Teaching Fellow, online]

PROFESSIONAL ACTIVITIES AND ACADEMIC SERVICE

Reviews

Higher Education Policy, Management & Organizational History, Association for the Study of Higher Education Conference, American Education Research Association Conference, Academy of Management Conference

Memberships

- 2021— The Business History Conference
 2021— Association for the Study of Higher Education
 2020-2021 American Educational Research Association

Consulting

- 2021 Equity in Philanthropic Strategy Development
 2019, 2021 Advancing Faculty Diversity